



A GUIDE TO MINNESOTA'S LAWS ABOUT PREGNANCY LEAVE, NURSING MOTHERS

PREGNANCY LEAVE FROM WORK

Female employees may take up to 12 weeks of unpaid leave during or following pregnancy when:

1. they work for a company with 21 or more employees at one site;
2. they worked at least half time for 12 months; and
3. they have been with the company for at least 12 months.

Pregnancy leave may be taken if the woman cannot work because of:

- prenatal care;
- pregnancy;
- childbirth; or
- related health conditions.



An employee may also be able to use employer-provided benefits, like sick leave or disability leave, if she is sick during her pregnancy or to recover after childbirth.

PREGNANCY ACCOMMODATIONS AT WORK REQUIRED ACCOMMODATIONS

A pregnant employee may request and her employer must provide:

- more frequent restroom, food and water breaks;
- seating; and
- limits on lifting more than 20 pounds.

OTHER ACCOMMODATIONS

A pregnant employee may request other reasonable workplace accommodations when:

- she has been given advice from a health care provider or doula; and
- the accommodation would not impose an undue hardship on the employer's business.

Other accommodations may include the temporary transfer to a less strenuous or hazardous job.

An employer cannot require an employee to take an accommodation. An employer cannot retaliate against an employee for requesting or taking an accommodation.

NURSING MOTHERS

A mother who needs to express breast milk for her child at work:

- must be provided reasonable unpaid break time to express breast milk; and
- must, when possible, be provided a private area to express milk that:
 - » is not a bathroom,
 - » is shielded from view,
 - » is free of intrusion from coworkers and the public, and
 - » has access to an electrical outlet.

The employer must make a reasonable effort to provide a private area to express milk. Employers are not required to provide break time if doing so would seriously disrupt operations. Breaks already provided may fulfill this requirement.



CONTACT INFORMATION

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Notice: This flier is a brief summary of Minnesota law and is intended as a guide. It is not to be considered a substitute for Minnesota Statutes regarding pregnancy accommodations and nursing mother laws.

This document can be provided in different forms, such as large print, Braille or audio, by calling (651) 284-5005 or 1-800-342-5354.

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